The Freshwater Trust, a non-profit leader in watershed analysis and river restoration, is seeking an Ecosystem Services Analyst with a background in environmental science or ecosystem analytics, with experience coding. This full-time position will be based in Portland, OR and will work closely with other members of the Science and Analytics Team, based in The Freshwater Trust’s Boise, ID and Sacramento, CA offices. The Analyst will work with the team to develop rigorous systems and protocols to quantify the ecological and economic outcomes of various agricultural management practices, on-farm structural actions and habitat restoration actions.

The Analyst must be a self-starter who is able to work in a dynamic, innovative and fast-paced environment that emphasizes quality, analytical rigor, and critical thinking. This role is ideal for individuals with strong research and analytical skills, an interest in natural resource conservation, and a passion for using data and evidence to drive change. The position will focus on modeling, evaluation and design of water quality improvement strategies and decision-support tools to help increase the efficiency and effectiveness of watershed restoration efforts. The Ecosystem Services Analyst should have a basic understanding of conservation actions, agricultural practices, and other land use changes that can be adopted to reduce both point and nonpoint source impacts and improve water quality.

**Position Responsibilities:**

- Work closely with other members of the Science and Analytics Team to model and track the environmental and water quality benefits of a wide range of agricultural practices and conservation actions.
- Contribute to the development of a quantitative framework for decision-making based on economic effectiveness, environmental benefit and political feasibility.
- Communicate with local experts and practitioners to determine typical land uses and agricultural practices to inform restoration opportunities in new project locations.
- Identify ecologically appropriate conservation actions and on-farm practices for new project locations and develop quality standards that will be used to assess the implementation feasibility and effectiveness of the actions.
- Conduct original modeling to determine the water quality, quantity and ecosystem services improvements associated with conservation practices in new project locations.
- Develop feedback loops to better utilize project data to continue to refine and improve effectiveness of conservation and restoration programs.
Minimum Skills and Qualifications:
- Bachelor’s degree in Data Analytics, Environmental Science, Water Resources, Ecology or related field; Advanced degree desirable
- 0-2 years of relevant professional experience in water quality, ecosystem analysis, or related field
- Experience/working knowledge with three of the following: Python, R, SQL, ArcGIS, process automation
- Ability to work independently and collaboratively in an open-office, team environment
- Problem-solver who is excited to work on highly complex problems and find creative solutions
- Thorough understanding of the principles of data collection and analysis, statistics, and data visualization
- Strong research and analytical skills, with a focus on identifying gaps and finding solutions
- Excellent communication skills, both verbal and written

Desirable Skills (academic or professional – not all skills are required):
- Fluency/mastery of at least two of the following: Python, R, SQL, ArcGIS, process automation
- Experience with SQL ETL operations
- Experience automating analytical processes
- Knowledge of regulatory parameters related to the Clean Water Act
- Foreign language skills preferred

Compensation:
- Competitive salary based on experience
- Generous benefits package, including full health coverage, paid time off (PTO), and retirement contributions

Application Instructions:
- Supply a Cover Letter, Resume and a list of 3 References into a single PDF not to exceed 5MB
- Submit required information and documentation at: https://app.smartsheet.com/b/form/83bb550a131746abbd7dcbab86352a

Please, no phone or email inquiries about this position. Applicants must have legal permission to work in the U.S.

Interested candidates from historically underrepresented communities are strongly encouraged to apply. The Freshwater Trust is an equal opportunity employer and does not discriminate in its selection of candidates for employment on the basis of race, color, national origin, religion, sex or sexual orientation, marital status, disability, age, military service, family medical history, legal source of income, gender identity, political affiliation, or family leave obligations. ADA accommodations will be provided upon request.